

## **NOTICE OF POSTING**

For Sessional Faculty in DeGroot School of Business

Department of Human Resources & Management invites applications for the following teaching position to be offered in the 2014-15 Fall session.

Date of Posting: Monday, July 7, 2014 Applications to: Dr. A. Schat (schata@mcmaster.ca)

Course Name(s)/Number(s): 4BE3 – Strategic Compensation/Reward Systems Term: 1

Number of Section(s) Available: 1 Number of Units per Section: 3

Location (on/off campus): On Projected Enrollment: 45 Projected TA Support: 65 hrs.

**Wage Rate\***: The DeGroot School of Business offers a pay rate commensurate with qualifications and related teaching experience in a range from \$6550.00 to \$8000.00. The exact rate of pay is determined at the sole discretion of the employment supervisor, according to standard evaluation criteria. **Start Time and Duration**: Sept. 4/14 to Dec. 3/14

### **Course Description/Relevant Employment Duties**

Nature and role of industrial conflict as well as the techniques which have been developed to control the incidence of conflict in union-management situations

### **Required Qualifications**

Master's degree in Human Resources Management, Organizational Behaviour, Business Administration or other relevant subject area; 5 years of managerial/professional experience in Compensation, Human Resources Management, or a related business function; on-going engagement in managerial/professional work in the business community

### **Preferred Qualifications**

A PhD in Human Resources Management, Organizational Behaviour, Industrial-Organizational Psychology, Business Administration or other relevant subject area; demonstrated teaching excellence at McMaster or another university, preferably in a course on Compensation or related subject matter; senior managerial/professional experience

*All qualified candidates are encouraged to apply. However, those legally able to work in Canada and at McMaster University will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. Accordingly, the University especially encourages applications from women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities*

*\*Supplemented Fees- 15.02(a) The employee may be eligible to receive supplemented fees in accordance with Schedule C of the Collective Agreement. The actual rate of pay when in excess of the base rate of pay is deemed to include any supplemented fees owing, to the extent of the excess amount. If the actual rate of pay is less than the sum of the base rate of pay and the supplemented fees owing, then the employee shall receive the difference.*

### **Application Procedure**

Please submit the following by DATE: **Monday, July 21, 2014**

1. A cover letter stating your intent to apply for the position (including your address, phone number, and email address) and emphasizing your experience with the material to be taught.
2. A resume listing your academic qualifications and relevant employment experience.
3. Information necessary to determine your current and aggregate seniority (as defined by Article 20 of the Unit 2 Collective Agreement). Questions may be directed to CUPE 3906 (905-525-9140 Ext. 24003).
4. Names and contact information of two references

If you require this information in an alternate/accessible format, please contact Nina Bovair, Employee/Labour Relations Administrator at extension 23850.